

WDBJ-DT / WZBJ-DT / WZBJ-CD
EEO PUBLIC FILE REPORT
June 1, 2020 thru May 31, 2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No. of Interviewees Referred by RS over 12-month period
1	WDBJ Website		2807 Hershberger Road	Roanoke	VA	24017	540-344-7000	No	4
2	WDBJ Bulletin Board (Internal posting)		2807 Hershberger Road	Roanoke	VA	24017	540-344-7000	No	
3	WDBJ –On Air Announcement		2807 Hershberger Road	Roanoke	VA	24017	540-344-7000	No	
4	Non-employee referral							No	
5	ADWEEK		Adweek.com				1-800-205-7792	No	
6	Broadcasting & Cable Magazine	Classified Dept	www.broadcastingcable.com/job				212-378-0400 ext. 517	No	
7	Employee / Former Employee Referral							No	10
8	Hampton University	Leonard Jones	114 Wigwam Bldg.	Hampton	VA	23668	804-727-5331	No	
9	Howard University	Ms. Dudley	2222 4th St., NW	Washington	DC	20059	202-806-5806	No	
10	James Madison University	David Chase	800 S Main St (Handshake)	Harrisonburg	VA	22807	540-568-7073	No	
11	Liberty University		Career Center-DeMoss Hall 164-Box 20000 (Handshake)	Lynchburg	VA	24506 -8001	804-582-2352	No	

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12	Veterans Admin/Dept of Vocational Rehab	Mary E. Wells-Garland	VAMC 1970 Roanoke Blvd, 116B1	Salem	VA	24153	540-982-2463X3102	Yes	
13	Media Line		P.O. Box 51909	Pacific Grove	CA	93950-6909-	408-648-5200	No	
14	NAB Job Clearinghouse	Michael McKinley	1771 N Street NW	Washington	DC	20036	202-429-5497	No	
15	National Association of Black Journalists		3100 Taliaferro Hall	College Park	MD	20742-7717	301-405-8500 No	No	
16	Norfolk State University	Benjamin Ellis, Jr.	2401 Corprew Ave.	Norfolk	VA	23504	804-683-8462	No	
17	North Carolina A & T State University	Office of Career Services	101 Murphy Hall	Greensboro	NC	27411	336-334-7500	No	
18	Radford University (Hire a Highlander)		801 E Main Street (Handshake)	Radford	VA			No	
19	Rick Gevers		rick@rickgevers.com					No	
20	Roanoke College Maroon Net		221 College Lane Office of Career Services Handshake.com	Salem	VA	24153	540-375-2303	No	

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21	Roanoke Times		201 W Campbell Ave.	Roanoke	VA	24011	540-981-3108	No	
22	RTNDA		rtnda@rtnda.org					No	
23	Society of Broadcast Engineers		www.sbe.org					No	
24	SPOTS N DOTS		spotsndots.com				888-884-2630	No	
25	TVJOBS.COM	Mark Holloway	tvjobs.com					No	
26	Virginia Assoc. of Broadcasters		630 Country Green Lane	Charlottesville	VA	22902	434-977-3716	No	
27	Virginia Radio Television (VARTV.com)	Robert F. Corbin	vartv.com					No	
28	Virginia State University	Ms. Durrell Griffin	Box 9410	Petersburg	VA	23806	804-524-5000	No	
29	Virginia Tech		800 Drillfield Drive (Handshake)	Blacksburg	VA	24061	540-231-6000	No	
30	Virginia Union University	Joseph Lowe	1500 N. Lombardy Street	Richmond	VA	23220	804-257-5656	No	

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31	Virginia Western Community College	Rhonda Perdue	Student Center, Room 202	Roanoke	VA		540-857-7298	No	
32	Winston-Salem State University	Director of Personnel	601 Martin Luther King Drive	Winston-Salem	NC	27110	336-750-3240	No	
33	TV News Check		TVNewscheck.com					No	
34	Gray Television-EEO		jobs@gray.tv.com					No	
35	WHSV TV3	Tina Wood	50 North Main Street	Harrisonburg	VA	22802	540-433-9191	No	
36	WCAV	Alex Friedman	999 2nd Street	Charlottesville	VA	22902	434-242-1919	No	
37	Walk-ins							No	
38	Internships							No	
39	Job Fairs							No	
40	Mississippi State University	career.ms state.edu	Lee Boulevard	Starkville	MS	39762	662-325-2323	No	
41	Pennsylvania State University	studentaffairs.psu.edu/career/employers/	201 Old Main	University Park	PA	16802	814-865-4700	No	
42	University of NC at Asheville & Chapel Hill	www.myinterfase.com/unca/employee	One University Heights (Handshake)	Asheville	NC	28804	828-251-6600	No	

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43	SNAG – includes Indeed – Gray.tv		jobs@Gray.tv					No	25
44	Internal Hire/ Promotion							No	
45	Full Sail University	Dan Severson	3300 University Blvd	Winter Park	FL	32792	866-807-3140	No	
46	Media Bistro		825 Eighth Avenue, 29th Floor	New York	NY	10019	800-205-7792	No	
47	Longwood University		201 High Street (Handshake)	Farmville	VA	23909	434-395-2000	No	
48	LinkedIn							No	1
49	University of Mary Washington		1301 College Avenue (Handshake)	Fredericksburg	VA	22401	540-654-1000	No	1
50	Mary Baldwin University		101 E Frederick St (Handshake)	Staunton	VA	24401	540-887-7019	No	
51	Hampden-Sydney College		80 College Road (Handshake)	Hampden Sydney	VA	23943	434-223-6000	No	
52	Hollins University		7916 Williamson Road (Handshake)	Roanoke	VA	24019	800-456+9595	No	
53	University of VA		P.O. Box 400101 (Handshake)	Charlottesville	VA	22904	434-924-2048	No	
54	University of Missouri		801 Conley Ave, 15 Jesse Hall	Columbia	MO	65211	573-882-7976	No	
Total Interviewees over the Reporting Period									41

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III. RECRUITMENT INITIATIVES

<i>Type of Recruitment Initiative (Menu Selection)</i>	<i>Brief Description of Activity</i>
1 Participate in events sponsored by education institutions relating to career opportunities in broadcasting.	<ul style="list-style-type: none">1) April 21, 2021 Meteorologist spoke a Virginia Tech class.2) January 23, 2021 Meteorologist spoke to Grandin Court Elementary School.3) April 14, 2020 Meteorologist spoke to New London Academy.4) March 3, 2021 News Director spoke to University of Maryland group regarding future and diversity of broadcast jobs taught.5) January 5 and 6, 2021 Meteorologist spoke (virtually) with all second grade students at Fallon Park Elementary School discussing weather and how to be a meteorologist.6) Beginning March 2020, Meteorologist did 6 weeks of virtual lunch for anyone who signed on discussing weather related topics and working in television.
2 EEO Training	On November 19, 2020, our office manager participated in the FCC's Equal Opportunity Rules: A webinar for Gray Television stations presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.
3 Diversity Training	July 9 – August 31, 2020 our General Manager participated in a training series "Foundations in Diversity, Equity and Inclusion: from Adaway

Consulting, a program developed for Gray Television. Information covered in the training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas make regarding gendered language, race, class and ability and how to apologize effectively.
